

# Black Product Managers

Executive Director / CEO

EIN 852790239

CA · NTEE W99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Amma Bofa, Executive Director / CEO** (\$186,000) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Amma Bofa — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (W99).

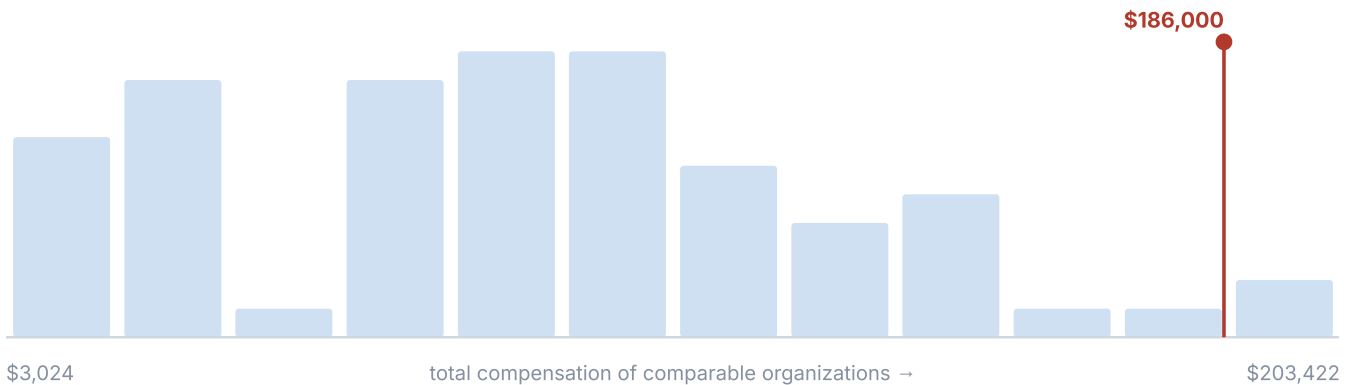
**BUDGET** Total revenue between \$247,020 and \$553,032 — 0.67x to 1.50x the subject's \$368,688 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

**65** organizations qualified on sector, size, and geography

→ **65** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$19,605	\$42,000	\$82,910	\$113,691	\$141,254	\$186,000
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 97TH
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## ● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to CA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Civicpulse Inc</a>	NY	\$370,633	Executive Dir.	\$113,281	<b>\$122,046</b>	2023
<a href="#">The Strive Initiative Inc</a>	PA	\$371,559	Ceo	\$70,357	<b>\$81,253</b>	2024
<a href="#">Veterans Club Inc</a>	KY	\$365,733	Vice President	\$65,000	<b>\$83,262</b>	2023
<a href="#">Gigafact Foundation</a>	CA	\$372,579	Head Of Operations	\$110,497	<b>\$110,497</b>	2024
<a href="#">Wisconsin Strong Inc</a>	WI	\$372,585	Ceo	\$91,305	<b>\$113,691</b>	2023
<a href="#">Rhode Island Saltwater Anglers Association</a>	RI	\$364,784	Executive Director	\$46,671	<b>\$53,357</b>	2023
<a href="#">One Love Animal Rescue Inc</a>	GA	\$360,867	Ceo	\$16,500	<b>\$19,213</b>	2024
<a href="#">Georgia Hi-lo Trail Inc</a>	GA	\$359,926	President	\$21,426	<b>\$24,949</b>	2024
<a href="#">Reach Healthcare</a>	CA	\$378,568	President	\$56,328	<b>\$56,328</b>	2024
<a href="#">Americans Against Legalizing</a>	CA	\$381,036	Vice President	\$25,200	<b>\$25,944</b>	2023
<a href="#">Wls Foundation</a>	SC	\$355,853	President	\$105,000	<b>\$126,856</b>	2024
<a href="#">The Davis Phoenix Coalition</a>	CA	\$354,895	Executive Director	\$20,192	<b>\$20,192</b>	2024
<a href="#">Revive Community Health Center</a>	MI	\$352,240	Ceo	\$77,787	<b>\$92,981</b>	2024
<a href="#">Seeds Family Worship Inc</a>	TN	\$396,767	President	\$75,100	<b>\$91,419</b>	2024
<a href="#">Dress For Success Denver</a>	CO	\$399,056	Executive Director	\$77,598	<b>\$88,714</b>	2023
<a href="#">Allegheny Force Football Club</a>	PA	\$400,190	Director Of Coaching	\$52,395	<b>\$62,297</b>	2023
<a href="#">Bike Library Inc</a>	IA	\$336,285	Executive Director	\$57,380	<b>\$74,908</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Raising Multicultural Kids</a>	MA	\$402,135	Ex. Director	\$86,800	<b>\$88,002</b>	2025
<a href="#">Noe Valley Association</a>	CA	\$405,291	Exec/secr	\$42,000	<b>\$42,000</b>	2024
<a href="#">Transportation Riders United Inc</a>	MI	\$331,276	Executive Di	\$71,269	<b>\$85,190</b>	2024
<a href="#">Pathos Labs</a>	CO	\$330,476	Executive Director	\$60,667	<b>\$67,368</b>	2024
<a href="#">Ground Work Play Therapy Inc</a>	OH	\$328,423	Executive Di	\$45,980	<b>\$56,398</b>	2024
<a href="#">Northwest Hub</a>	OR	\$409,241	Executive Di	\$55,502	<b>\$59,690</b>	2024
<a href="#">The Peavey Project</a>	VA	\$325,088	Officer	\$105,000	<b>\$117,408</b>	2024
<a href="#">Buried Asset Management Institute-international</a>	AL	\$324,510	Executive Director	\$20,496	<b>\$26,400</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to CA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	65 organizations. Compensation range \$3,024–\$203,422; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$368,688); for reference, expenses \$482,068 and assets \$319,923.
ROLE MATCH	Amma Bofa, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	98 <sup>th</sup>
All sources (D + E + F), adjusted	95 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Amma Bofa) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 65 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$186,000 is reasonable (approximately the 97<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.